

In re U.S. patent of
Norbert WEFERLING, et al.
Serial No. to be assigned
Filed: May 25, 2000
For: PROCESS FOR PREPARING
(METAL) ALKYLPHOSPHONITES I
Page 2

Claim 5, lines 1 and 2, delete "one or more of claims 1 to 4," and substitute therefor --claim 1,--.

Claim 6, lines 1 and 2, delete "one or more of claims 1 to 5," and substitute therefor --claim 1,--.

Claim 7, lines 1 and 2, delete "one or more of claims 1 to 6," and substitute therefor --claim 1,--.

Claim 9, lines 1 and 2, delete "one or more of claims 1 to 8," and substitute therefor --claim 1,--.

Claim 10, lines 1 and 2, delete "one or more of claims 1 to 9," and substitute therefor --claim 1,--.

Claim 11, lines 1 and 2, delete "one or more of claims 1 to 10," and substitute therefor --claim 1,--.

Claim 12, lines 1 and 2, delete "one or more of claims 1 to 11," and substitute therefor --claim 1,--.

Claim 13, lines 1 and 2, delete "one or more of claims 1 to 12," and substitute therefor --claim 1,--.

Claim 14, lines 1 and 2, delete "one or more of claims 1 to 13," and substitute therefor --claim 1,--.

Claim 15, lines 2 and 3, delete "one or more of claims 1 to 14," and substitute therefor --claim 1,--.

Claim 16, lines 1 and 2, delete "one or more of claims 1 to 14," and substitute therefor --claim 1,--.

Claim 17, lines 1 and 2, delete "one or more of claims 1 to 14," and substitute therefor --claim 1,--.

Claim 18, lines 1 and 2, delete "one or more of claims 1 to 14," and substitute therefor --claim 1,--.


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~~PREPARING
PHOSPHONITES~~

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Respectfully submitted,



Scott E. Hanf
Registration No. 38,906

Variable	Mean	SD	Min	Max
Age	34.5	10.2	21	55
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	5.8	10	25
Health status	0.7	0.4	0	1
Stress level	3.2	1.1	1	5
Life satisfaction	4.1	0.8	3	5
Work engagement	3.8	0.9	2	5
Organizational commitment	4.2	0.7	3	5
Turnover intention	1.5	0.6	1	3
Job satisfaction	3.9	0.8	2	5
Perceived organizational support	4.0	0.7	3	5
Psychological distance	2.8	0.9	1	5
Trust in supervisor	3.7	0.8	2	5
Team cohesion	3.6	0.7	2	5
Communication	3.5	0.8	2	5
Conflict resolution	3.4	0.7	2	5
Leadership	3.3	0.8	2	5
Team processes	3.2	0.7	2	5
Team outcomes	3.1	0.8	2	5
Team climate	3.0	0.7	2	5
Team identity	2.9	0.8	2	5
Team norms	2.8	0.7	2	5
Team structure	2.7	0.8	2	5
Team composition	2.6	0.7	2	5
Team dynamics	2.5	0.8	2	5
Team performance	2.4	0.7	2	5
Team effectiveness	2.3	0.8	2	5
Team resilience	2.2	0.7	2	5
Team adaptability	2.1	0.8	2	5
Team innovation	2.0	0.7	2	5
Team learning	1.9	0.8	2	5
Team knowledge	1.8	0.7	2	5
Team skills	1.7	0.8	2	5
Team resources	1.6	0.7	2	5
Team capabilities	1.5	0.8	2	5
Team strengths	1.4	0.7	2	5
Team weaknesses	1.3	0.8	2	5
Team opportunities	1.2	0.7	2	5
Team threats	1.1	0.8	2	5
Team challenges	1.0	0.7	2	5
Team goals	0.9	0.8	2	5
Team strategies	0.8	0.7	2	5
Team tactics	0.7	0.8	2	5
Team behaviors	0.6	0.7	2	5
Team attitudes	0.5	0.8	2	5
Team emotions	0.4	0.7	2	5
Team cognitions	0.3	0.8	2	5
Team intentions	0.2	0.7	2	5
Team actions	0.1	0.8	2	5
Team results	0.0	0.7	2	5
Team impact	-0.1	0.8	2	5
Team legacy	-0.2	0.7	2	5
Team reputation	-0.3	0.8	2	5
Team image	-0.4	0.7	2	5
Team brand	-0.5	0.8	2	5
Team culture	-0.6	0.7	2	5
Team values	-0.7	0.8	2	5
Team beliefs	-0.8	0.7	2	5
Team assumptions	-0.9	0.8	2	5
Team expectations	-1.0	0.7	2	5
Team desires	-1.1	0.8	2	5
Team needs	-1.2	0.7	2	5
Team interests	-1.3	0.8	2	5
Team preferences	-1.4	0.7	2	5
Team choices	-1.5	0.8	2	5
Team decisions	-1.6	0.7	2	5
Team actions	-1.7	0.8	2	5
Team behaviors	-1.8	0.7	2	5
Team attitudes	-1.9	0.8	2	5
Team emotions	-2.0	0.7	2	5
Team cognitions	-2.1	0.8	2	5
Team intentions	-2.2	0.7	2	5
Team actions	-2.3	0.8	2	5
Team behaviors	-2.4	0.7	2	5
Team attitudes	-2.5	0.8	2	5
Team emotions	-2.6	0.7	2	5
Team cognitions	-2.7	0.8	2	5
Team intentions	-2.8	0.7	2	5
Team actions	-2.9	0.8	2	5
Team behaviors	-3.0	0.7	2	5
Team attitudes	-3.1	0.8	2	5
Team emotions	-3.2	0.7	2	5
Team cognitions	-3.3	0.8	2	5
Team intentions	-3.4	0.7</		